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Salaries of Full-Time Instructional Faculty on 9- and 10-month
contracts in Institutions of Higher Education, 1982-83 through 1992-93

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Highlights

In 1992-93, the full-time instructional faculty on 9- and 10-month contracts in institutions of higher education earned an average salary of \$44,700 (table 5). Average salaries in 1992-93 ranged from about \$58,800 for professors to about \$28,500 for Instructors (table 1). The average salary in current dollars for lecturers is higher than the average salary for instructors on 9- and 10-month contracts (\$30,500 versus \$28,500). There was a 7.8 percent decrease in average salaries for instructors, from \$30,916 in 1991-92 to \$28,501 in 1992-93. Other finding include the following:

In current dollars, for the first time during the ten year period 1982-83 - 1992-93, the average salaries for professors and associate professors showed an equal annual percentage increase of 2.4 percent in current dollars (table 1). The smallest annual percentage increase (0.2) occurred for lecturers, who earned about \$30,456 in 1991-92 and \$30,529 in 1992-93 (table 1).

Average salaries in constant 1992-93 dollars show a decline for every rank since 1991-92 assistant professors had the smallest annual decrease of 0.6 percent (table 1).

In 1982-83 the average salary for all ranks combined at 2-year public institutions was 54.1 percent higher than for all ranks combined at 2-year private institutions; the gap narrowed in 1992-93 to 49.1 percent. The percentage difference in average salaries of faculty in 2-year public and private institutions widened between 1982-83 and 1992-93 for associate professors and assistant professors (table 2).

In comparison faculty salaries in public and private institutions, the average salaries in 1992-92 for professors, instructors, and lecturers in 4-year private institutions was slightly higher than average salaries for professors, instructors, and lecturers in 4-year public institutions. In both 19982-83 and 1992-93 professors and lecturers in private institutions had higher average salaries than faculty in public institutions (table 4).

Average salaries in constant dollars continue to be higher for males than for females, \$47,900 versus \$38,400 in 1992-93 (table 3) for all ranks combined. In 1982-83, male faculty had an average salary of \$41,700, while female faculty had an average salary of \$33,900 (table 3). The relative difference in male and female salaries varies among academic ranks.

The total number of full-time instructional faculty on 9- and 10-month contracts, 383,069 (table 5), represented 86.1 percent of the total full-time instructional faculty in 1992-93 (figure 3).

This E.D. TABS report presents the results of analyses of data on salaries of full-time instructional faculty on 9- and 10-month contracts. The data were collected through the Integrated Postsecondary Education Data System (IPEDS) for the academic years 1987-88, 1989-90, 1990-91, 1991-92 and 1992-93. In prior years, similar data were collected through the Higher Education General Information Survey (HEGIS) 1982-83 through 1985-86.

Survey Methodology

Scope

The 1992-93 IPEDS Salary survey was mailed to 3,662 postsecondary education institutions, including 2,260 to 4-year institutions, 1,383 to 2-year institutions, and 19 to less-than-2-year institutions.

The salary universe was developed by selecting from the 1991-92 institutional characteristics (IC) Universe I: all accredited higher education (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor, master's, doctoral, and first professional degrees. Institutions that had checked any of the exclusion boxes on the IC form were dropped from the analysis. Those exclusions are:

- a. All of the instructional faculty are employed on a part-time basis
- b. All of the instructional faculty are military personnel
- c. All of the instructional faculty contribute their services (e.g., members of a religious order)

d. All of the instructional faculty teach preclinical or clinical medicine

the forms were mailed out in July 1992. The survey results were collected from November 15, 1992 through April 15, 1993. During this time period some of the institutions were deleted from the salary universe. The deletions (out-of-scope) were received through formal notification from IPEDS state coordinators, the Department of Education eligibility notices, and from followup telephone calls. They included schools that had closed, did not offer postsecondary programs, or were duplicated in the file.

Data in this report are for institutions of higher education "those institutions accredited at the college level by an agency recognized by the U.S. Secretary of Education. Readers should note that year-to-year changes in the composition of this group of institutions may contribute minimally to changes in these data. These institutions were previously surveyed under the Higher Education General Information Survey (HEGIS), which the Integrated Postsecondary Education Data System (IPEDS) supersedes.

Followup

Followup for nonresponse was started on January 9, 1993 by letter or contact with state coordinators. Also data for institutions with FICE codes (i.e, higher education institutions) were checked for consistency with their prior year's response.

Editing

Data were edited for major reporting and processing errors. Generated totals were compared to the reported totals. If discrepancies between reported and generated totals were within an acceptable range (i.e., + or - 10 percent), the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve these discrepancies. On the data file, generated totals are indicated by an imputation flag. All missing data items were resolved through the editing procedures.

Imputations

Total nonresponding Institutions

Imputation procedures used for nonresponding institutions were as follows:

I. Imputation groups:

1. All responding institutions were grouped into the appropriate IPEDS institutional sectors and region. If any group had less than 20 institutions, it was merged with the adjacent region.

2. Sectors 1 and 2 (4-year public and private nonprofit) were further disaggregated into:

(a) schools granting 30 or more doctoral degrees

(b) schools granting 30 or more postbaccalaureate degrees, and less than 30 doctoral degrees and

(c) all other schools (include schools with no completions data)

3. Sectors 3, 6, and 9 were grouped into one imputation group,

4. Sectors 4 and 7 were placed into one imputation group, and

5. Sectors 5 and 8 were placed into one imputation group.

II. For institutions that responded to the Salary survey in 1991-92 and not in 1992-93, and responded to the current and prior year Fall Enrollment surveys the following method was used:

A. The mean ratio of current year average salary to prior year average salary by imputation group was calculated based on institutions responding to the salary survey in both 1991-92 and 1992-93.

B. The FTE enrollment for the nonresponding institutions was computed from their current and prior year Fall enrollment surveys. The FTE was calculated by taking all of the full-time students plus one third of the part-time students reported or imputed on the IPEDS Fall enrollment survey.

C. The ratio of total full-time faculty to FTE enrollment for the prior year was computed and then multiplied by the current year's FTE to obtain an estimate of the number of full time faculty in the current year.

D. The ratio of current to prior year faculty was multiplied by each detail cell in the non-responding institution's prior year report to obtain the imputed faculty by academic rank.

E. The ratio of prior year salaries/faculty by academic rank was multiplied by the imputed faculty by rank (see D above) to obtain total salary outlays (column 5 of the survey form). Then detail lines were added to obtain totals for faculty counts and total salary outlays.

III. Institutions not reporting Salary data in 1991-92 or 1992-93.

A. The aggregate FTE enrollment was calculated for institutions reporting on the current year Salary and Fall Enrollment surveys.

B. The aggregate for each cell on part A columns 1-3 (tenure status) of the salary survey was computed for responding institutions and then divided by aggregate FTE enrollment (from A. above). This full-time faculty to FTE enrollment ratio was then multiplied by the nonresponding institution's FTE enrollment to obtain estimates of full time faculty by academic rank and tenure status (columns 1-3). Details were then added to obtain the imputation for total faculty (column 4).

C. The mean salary to faculty ratio of responding institutions was calculated for each detail line (academic rank).

D. The mean salary/faculty ratios were then multiplied by the corresponding detail faculty imputation in column 4 for the nonresponding institution. Details were added to derive the total salary outlays.

IV. Institutions reporting Salary data in 1991-92 but not to Fall enrollment in the current or prior year.

A. The prior year's response was used as the final imputation for columns 1-4 for number of faculty.

B. The salary outlay was derived by multiplying the prior year outlays by the ratio of the current year average salary to prior year average salary of responding institutions in the same imputation group.

V. Institutions without prior year Salary data, not on current Fall Enrollment file.

A. The group means of the current year average salary and faculty of responding institutions in the same imputation group as the non-responding institution was used as the computed estimate.

VI. Part B was not imputed for any nonresponding institution.

Acknowledgments

The author appreciates the reviewers of this E.D. TABS: John Lee, JBL Associates, Inc.; Susan Hill, National Science Foundation; and Thomas D. Snyder and Summer D. Whitener, National Center for Education Statistics.

Table 1.--Average salaries of full-time instructional faculty on 9- and 10-month contracts, by academic year, 50 states and the District of Columbia, 1982-83 through 1992-93

Assistant No Academic year All Pro- Associate Pro- In- academic
and sex ranks professor professor structor Lecturer rank

Constant 1992-93 dollars

1982-83

51,755 --- 39,158 --- 32,060 --- 25,643 --- 29,391 ---
37,193 ---

1984-85

53,555 1/ 40,352 1/ 33,241 1/ 26,367 1/ 30,096 1/
37,122 1/

1985-86

55,361 3.4 41,634 3.2 34,417 3.5 27,398 3.9 31,133 3.4
38,099 2.6

1987-88

57,875 1/ 43,346 1/ 35,815 1/ 27,963 1/ 31,960 1/
38,795 1/

1989-90

59,277 1/ 44,216 1/ 36,692 1/ 28,095 1/ 32,541 1/
38,791 1/

1990-91

59,110 -0.3 44,076 -0.3 36,648 -0.1 28,024 -0.3 32,032 -1.6
38,692 -0.3

1991-92

59,227 0.2 44,270 0.4 36,862 0.6 31,881 13.8 31,407 -2.0
38,964 0.7

1992-93

58,789 -0.7 43,945 -0.7 36,625 -0.6 28,501 -10.6 30,529 -2.8

37,771 -3.1

Current dollars

1982-83

35,641 --- 26,966 --- 22,078 --- 17,659 --- 20,240 ---

25,613 ---

1984-85

39,743 1/ 29,945 1/ 24,668 1/ 19,567 1/ 22,334 1/

27,548 1/

1985-86

42,268 6.4 31,787 6.2 26,277 6.5 20,918 6.9 23,770 6.4

29,088 5.6

1987-88

47,040 1/ 35,231 1/ 29,110 1/ 22,728 1/ 25,977 1/

31,532 1/

1989-90

52,810 12.3 39,932 13.3 32,689 12.3 25,030 10.1 28,990 11.6

34,559 9.6

1990-91

55,540 5.2 41,414 3.7 34,434 5.3 26,332 5.2 30,097 3.8

36,395 5.3

1991-92

57,433 3.4 42,929 3.7 35,745 3.8 30,916 17.4 30,456 1.2

37,783 3.8

1992-93

58,789 2.4 43,945 2.4 36,625 2.5 28,501 -7.8 30,529 0.2

37,771 -0.0

---Not applicable.

1/Not computed. The data for the 1983-84 academic year were not edited;
thus, they could not be an a 1988-89 academic years.

2/Data revised from previously published data.

SOURCE: U.S. Department of Education, National Center for Education
Statistics, IPEDS "Salaries, Ten Faculty" 1987-88, 1989-90, 1990-91,
1991-92 and 1992-93 surveys and the HEGIS "Salaries, Tenure, an
surveys.

Table 2.--Average salaries in current dollars of full-time instruction

by control of institutions, academic rank, and type: 50 states

1982-83 1992-93

--Academic rank and Percent --Percent institutional Public

--Private difference Public --Private difference

All ranks combined

4-year	\$28,317	\$26,896	5.3	\$46,518	\$46,427	0.2
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2-year	25,613	16,623	54.1	38,935	26,105	49.1
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Professor

4-year	35,928	36,072	-0.4	59,069	61,735	-4.3
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2-year	31,175	21,106	47.7	48,286	33,757	43.0
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Associate professor

4-year	27,513	26,045	5.6	44,502	43,994	1.2
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2-year	26,390	20,146	31.0	41,094	28,960	41.9
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Assistant professor

4-year	22,588	21,155	6.8	37,229	36,305	2.5
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2-year	22,318	17,392	28.3	34,713	26,921	28.9
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Instructor

4-year	17,772	16,985	4.6	27,216	27,763	-2.0
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2-year	18,523	13,967	32.6	31,039	23,505	32.1
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Lecturer

4-year	20,144	20,656	-2.5	30,812	32,924	-6.4
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2-year	20,255	*	*	20,116	*	*
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No academic rank

4-year	21,348	19,297	10.6	34,288	33,767	1.5
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2-year	26,204	15,941	64.4	38,405	23,848	61.0
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*The numbers of faculty reported in this category were too small to

SOURCE: U.S. Department of Education, National Center for Education

Studies "Benefits of Full-Time Instructional Faculty 1992-93," and

HEGIS "Salary Instructional Faculty" surveys 1982-83.

Table 3.--Average salaries in constant 1992-93 dollars of full-time

institutions in institutions of higher education, by academic rank and sex: 50 state

Assistant No Academic year All Pro- Associate Pro- In- academic
and sex ranks professor professor fessor structor Lecturer rank

1982-83

Total	39,619	51,755	39,158	32,060	25,643	29,391	37,193
Men	41,718	52,272	39,611	32,822	26,481	31,019	38,600
Women	33,889	47,368	37,539	30,722	24,904	27,605	34,743

1983-84 1/

1984-85

Total	41,028	53,555	40,352	33,241	26,367	30,096	37,122
Men	43,366	54,264	40,954	34,133	27,333	31,744	38,443
Women	34,956	48,274	38,428	31,768	25,525	28,304	34,940

1985-86

Total	42,426	55,361	41,634	34,417	27,398	31,133	38,099
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Men 44,917 56,101 42,270 35,487 28,413 33,056 39,643

Women 36,118 50,101 39,686 32,700 26,506 29,172 35,588

1986-87 1/

1987-88

Total 44,166 57,875 43,346 35,815 27,963 31,960 38,795

Men 46,890 58,730 44,074 37,016 29,091 34,022 40,290

Women 37,525 52,131 41,251 33,958 27,020 29,983 36,424

1988-89 1/

1989-90

Total 45,048 59,277 44,216 36,692 28,095 32,540 38,790

Men 48,000 60,220 45,045 37,918 29,108 34,978 40,386

Women 38,369 53,500 42,057 34,897 27,298 30,301 36,512

1990-91 2/

Total 44,876 59,110 44,076 36,648 28,024 32,032 38,735

Men 47,962 60,184 44,954 37,926 29,149 34,655 35,361

Women 38,187 52,925 41,857 34,828 27,175 29,918 36,376

1991-92

Total	45,221	59,227	44,270	36,862	31,881	31,407	38,964
Men	48,311	60,321	45,183	38,123	34,401	33,869	40,653
Women	38,706	53,233	42,039	35,127	29,775	29,441	36,735

1992-93

Total	44,714	58,789	43,945	36,625	28,501	30,529	37,771
Men	47,865	59,974	44,855	37,841	29,584	32,486	39,365
Women	38,386	52,757	41,863	35,033	27,702	28,920	35,792

1/The data for the 1983-84 academic year were not edited; and thus, they advised from previously published data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" 1987-88, and 1989-90 through 1992-93 surveys and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys 1982-83 through 1985-86.

Table 4.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by type and control of institutions, the District of

Columbia, 1982-83 through 1992-93

Academic

Rank

1982-83	1984-85	1985-86	1987-88	1989-90	1990-91	1991-92	1992-93
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Public 4-year

All institutions

\$28,317	\$31,764	\$34,033	\$37,840	\$42,365	\$44,510	\$45,638	\$46,518
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Academic rank

Professor

\$35,928	\$40,176	\$43,044	\$47,917	\$53,870	\$56,668	\$57,947	\$59,069
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Assoc. prof.

\$27,513	\$30,595	\$32,642	\$36,272	\$40,663	\$42,742	\$43,778	\$59,069
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Assoc.prof

27,513	30,595	32,642	36,272	40,663	42,742	43,778	44,502	44,502
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Assist. prof

22,588 25,287 27,100 30,037 33,755 35,520 36,516 37,229

Instructor

17,772 19,674 20,895 22,637 24,820 26,134 26,724 27,216

Lecturer

20,144 22,511 23,862 26,057 28,658 29,956 30,221 30,812

No acad rank

21,348 23,392 25,142 27,195 30,975 32,349 33,946 34,288

Sex

Men

29,678 33,344 35,786 39,898 44,834 47,168 48,401 49,395

Women

23,885 26,813 28,680 31,820 35,704 37,573 38,634 39,476

Public 2- year

All institutions

25,613 27,864 29,590 32,209 35,516 37,055 38,959 38,935

Academic rank

Professor

31,175 33,805 36,418 39,443 44,394 45,411 46,681 48,286

Assoc. prof

26,390 28,937 30,733 33,902 36,978 38,051 39,416 41,094

Assist. prof

22,318 24,473 26,162 28,523 31,634 32,673 33,869 34,713

Instructor

18,523 20,674 22,818 24,661 26,621 28,389 37,951 31,039

Lecturer

20,255 22,311 23,500 25,627 29,083 28,780 29,666 20,116

No acad rank

26,204 28,242 29,712 32,148 35,262 37,096 38,400 38,405

Sex

Men

26,566 28,891 30,758 33,477 37,082 38,787 40,811 40,725

Women

23,952 26,172 27,693 30,228 33,307 32,721 36,517 36,710

Private 4- year

All institution

26,896 30,247 31,732 35,355 39,817 42,224 44,793 46,427

Academic rank

Professor

36,072 40,409 42,260 47,126 52,858 56,127 59,508 61,735

Assoc. prof

26,045 29,049 30,486 33,739 37,921 40,122 42,515 43,994

Assist. prof

21,155 23,757 24,987 27,845 31,365 33,235 35,100 36,305

Instructor

16,985 18,726 19,483 21,645 24,361 25,159 26,786 27,763

Lecturer

20,656 22,018 23,574 25,793 30,041 31,053 31,424 32,924

No acad rank

19,297 21,083 23,394 26,190 28,756 31,122 33,072 33,767

Sex

Men

28,521 32,278 33,900 37,817 42,595 45,319 48,042 49,837

Women

21,924 24,560 25,889 28,946 33,010 34,898 37,309 38,386

Private 2- year

All institution

16,623 18,510 19,436 21,867 24,601 24,088 25,673 26,105

Academic rank

Professor

21,106 23,580 24,519 26,796 30,469 29,520 32,287 33,757

Assoc. prof

20,146 2/ 22,291 24,288 26,366 26,353 28,191 28,960

Assist. prof

17,392 18,440 19,297 21,481 24,788 24,587 25,477 26,921

Instructor

13,967 15,685 16,419 18,613 22,334 20,911 22,423 23,505

Lecturer

2/ 2/ 2/ 2/ 2/ 2/ 15,682 24,006

No acad rank

15,941 18,186 18,783 21,169 23,447 23,187 24,644 23,848

Sex

Men

17,440 19,460 20,412 22,641 25,219 25,937 26,825 27,402

Women

15,797 17,575 18,504 21,215 24,002 22,585 24,683 25,068

1/Data revised from previously published data.

2/The number of faculty reported in this category was too small to compare

NOTE: The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected in the 1986-87 or 1988-89 academic years.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" 1987-88, 1989-90, 1990-91, and 1991-92 surveys and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" surveys 1981-1985.

Table 5.--Total average salaries and total number of full-time instructional faculty, on 9- and 10-month contracts, in institutions of higher education, by academic rank, and type and control of institution:
Academic year 1992-93 Type and All Associate Assist No Academic Control

rank Profess professor prof. Instruc Lecturer rank Average

Salary \$44,714 \$58,789 \$43,945 \$36,625 \$28,501 \$30,529 \$37,771

Faculty

Total 383,503 117,406 92,273 91,522 22,828 8,013 51,461

4-year 297,725 105,686 82,769 82,723 15,411 7,437 3,699

2-year 85,778 11,720 9,504 8,799 7,417 576 47,762

Public 272,611 80,643 61,976 59,141 16,920 6,174 47,757

4-year 189,247 69,182 52,778 50,802 9,785 5,601 1,099

2-year 83,364 11,461 9,198 8,339 7,135 573 46,658

Private

110,892 36,763 30,297 32,381 5,908 1,839 3,704

4-year 36,763 36,504 29,991 31,921 5,626 1,836 2,600

2-year 2,414 259 306 460 282 3 1,104

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1992-93" survey.

Table 6.--Consumer Price Index (CPI) factors:

1982-83 through 1992-93

Fiscal year	CPI factor*
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(1992-93=1.000)

1992-93	1.000
1991-92	1.031
1990-91	1.064
1989-90	1.122
1987-88	1.230
1986-87	1.281
1985-86	1.310
1984-85	1.348
1983-84	1.400
1982-83	1.452

*The factors used to convert current dollars to constant 1992-93 dollars.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, Consumer
Price Index for July 1-June 30.